



**The
Monterey
Peninsula
Water
Management
District
Is Seeking A
General Manager**



**Monterey Peninsula
Water Management District**

THE DISTRICT

Protecting water resources and providing for the water needs of one of the world's most desirable places to live is the responsibility of the Monterey Peninsula Water Management District. Established in 1978, the District today serves a population of 112,000 including the communities of Monterey, Carmel, Pacific Grove, Seaside, Sand City, Pebble Beach, Carmel Valley Village, Carmel Highlands, and Del Rey Oaks.

The District regulates the water resources of 40 distribution systems and over 900 private wells that produced 20,000 acre-feet of water in 2002. The largest distribution system, operated by the California-American Water Company (Cal-Am), provides water to 95% of District residents and produces about 80% of the total supply within the District. The State Water Resources Control Board regulates most of Cal-Am's water production. The other small water suppliers within the District operate under varying rules and conditions.

The District also provides a variety of significant water management, environmental mitigation, and conservation and restoration programs. Among other programs, the District:

- protects habitat and threatened species of the Carmel River, the District's primary surface water source
- measures groundwater levels in the Seaside and Carmel River basins to assess water quantity and quality

- maintains significant water conservation measures
- requires water permits for residential and commercial projects
- maintains rearing facilities for steelhead and rescues up to 50,000 fish during dry months
- sells reclaimed water

Mission Statement

*The mission of the
Monterey Peninsula Water Management District
is to manage, augment and protect water resources
for the benefit of the community and the environment.*

A seven member Board of Directors, including five members who are directly elected by separate voting districts to four-year, overlapping terms, governs the District. The remaining two seats are appointed by the Monterey County Board of Supervisors, and by the Mayors of the cities within the District. The District contracts for a general counsel who reports to the Board of Directors.

THE POSITION

The General Manager is appointed by and reports to the Board of Directors. Under administrative direction by the Board, the General Manager is responsible for the overall operations and management of the District. This includes, but is not limited to:

- assisting the Board of Directors in the development and implementation of the District's long-term policies and objectives



- carrying out Board-adopted policies and directives
- advising the Board on issues of current concern to the District
- representing the District with water officials, customers, and other governmental agencies
- managing the District's personnel and consultants
- managing the District budget
- taking steps to maintain and enhance District programs and services
- handling District media and public relations

The General Manager leads the District's work force of 27 employees that includes four key direct reports: Planning & Engineering Manager, Water Resources Manager, Water Demand Manager, and Administrative Services Manager/Chief Financial Officer. The General Manager oversees the District's \$5.8 million FY03-04 operating and capital budget.

CURRENT ISSUES AND PRIORITIES

Water resources, growth and environmental protection are major public policy issues on the Monterey Peninsula and have been the District's primary focus, especially in recent years. The District has been seeking ways to increase the water supply since its inception. The need for

Monterey Peninsula residents are among the most water thrifty in the state and continue to support the conservation measures adopted by the District and Cal-Am.

additional water has been exacerbated by drought and by restrictions on traditional sources of water. Cal-Am has been required to reduce pumping water from the Carmel River, and further reductions are possible if no action is taken to replace diversions determined to be unlawful. Voters have defeated two water proposals in the last ten years. Concerns over environmental protection, growth and financing were pivotal in each case.

Despite coming under significant criticism for lack of progress in increasing the water supply, the District today is actively pursuing a proposal to construct a desalination plant, as well as other proposals in this effort. A primary challenge for the General Manager will be to work closely with the Board of Directors, District staff and others to advance a water supply enhancement proposal that will obtain the support of District voters.

THE IDEAL CANDIDATE

The ideal candidate will be a seasoned, professional manager, high-level assistant

or senior advisor with extensive knowledge of California water issues. The successful candidate will be a strong, dedicated leader with significant negotiation, collaboration, communication, and staff management skills along with a history of resourceful consensus building, vision, innovation, and personal energy. Specific qualifications are as follows:

Experience and Education

At least six years of increasingly responsible experience in water resources management, including three years of administrative and supervisory responsibility. A Bachelor's degree in public administration, water resources or related field is expected.

Competencies and Personal Characteristics

In addition to the qualities described above, the ideal candidate will be:

- knowledgeable in California water law and regulatory issues
- resourceful; who knows and is able to deal effectively with key contacts in local, state and federal agencies
- a skilled negotiator
- experienced in working effectively with a broad range of personalities
- energetic and proactive
- a team builder; committed to developing staff to their fullest potential

- experienced in personnel management and employee relations
- someone who enjoys facilitating change and working to develop relationships and build consensus
- accessible and responsive to customers/public, the Board and employees
- skilled in budgeting and financial management
- customer service oriented
- persistent; not easily deterred in attaining the District's goals
- calm under pressure; possesses a good sense of humor
- creative; brings new ideas and is open to those brought by others
- politically astute, yet not political

For additional information about the District, see its web site at www.mpwmd.dst.ca.us.

COMPENSATION AND BENEFITS

The salary for the General Manager is open and negotiable based on the qualifications of the successful candidate. The District offers an attractive benefit package, including:



PERS Retirement – California Public Employees Retirement System (PERS) 2% at 55 plan; District pays 100% of the employee's 7% contribution.

Holidays, Vacation and Sick Leave –

District managers provided 13 paid holidays, 12 days sick leave, six days management leave, and 10-20 days vacation leave annually.

Medical, Dental and Vision Insurance –

District provides family coverage for related insurance.

Employee Disability Insurance – District pays 100% of Long Term coverage and 50% of Short Term coverage.

Life Insurance – District pays 100% of premium for \$50,000 coverage on employee.

Employee Assistance Program – District pays 100% of family coverage premium.

Car Allowance, Relocation Expense Reimbursement, and Community Service Participation – Negotiable.

Deferred Compensation, Supplemental Health Insurance, Flexible Spending Plan, and Wellness Program – Optional programs available.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for the position, please submit a resume with cover letter, including current salary and the names of three work-related references to:



A DIVISION OF



Kris Kristensen

SHANNON EXECUTIVE SEARCH

241 Lathrop Way

Sacramento, CA 95815

Phone: 916 / 263-1401

Fax: 916 / 561-7205

Email: resumes@cps.ca.gov

Shannon web site: www.cps.ca.gov/shannon

The final filing date for this position is
Friday, February 6, 2004.

Following the filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with relevant qualifications will be given preliminary interviews by the consultants. Candidates appearing best suited for the District will be reported to the Board of Directors. The Board will invite top candidates to participate in interviews in March. The Board expects to make an offer of appointment in April following reference and background checks, and a final interview.

